



2022 EXECUTIVE DIRECTOR UPDATE

As a member of the Congregation of Holy Cross, by my training and lived experience I have embraced our shared values for Education in Christian Faith. In thirty years of ordained ministry with immigrant workers, parishioners, and many types of students and learners I have realized that there is quite a bit of faith-based Christian that takes place outside of a classroom as within one. In sharing a few words on my background I hope that we can together enhance our valuable peer education of the Labor Guild and further

develop our resources to serve the local labor community.

Following Master of Divinity studies with Canadian colleagues in Toronto, Ontario, I worked with the parishioners of Our Lady of Good Counsel Church in Bedford-Stuyvesant, Brooklyn, NY, a wonderfully multi-cultural and -lingual community. Many truly forgiving Latino-a members shared their faith and lives with a priest who was new to their language, beginning to preach the Gospel for them with maybe two or three tenses, if that. I had my teaching experience with history and theology students at King's College in Wilkes-Barre, Pa. As much as I enjoyed my many campus commitments, I met the area's agricultural worker hospitality collaborative and spent time visiting migrant camps in the Pocono region. While some might have considered this pastoral outreach to be a distraction for me, this actually proved

to be a time of discernment following the traditions of Catholic Christianity. It indirectly led to my participation in another agricultural worker outreach program with the Diocese of Savannah, Georgia, in the late 1990s. While a pastor might readily appreciate the importance of itinerate farmworkers to our national economy, it was most troubling to realize the many growers who treat workers as little more than a line item on a spreadsheet.

In 2004 I accepted an invitation from Catholic Social Services of the Fall River Diocese to develop community programs for Central American fish-processing workers in New Bedford. A key moment in this work came when **Prof. Peter Beisheim** of Stonehill College introduced me to **Fr. Ed Boyle, S.J.** and the Labor Guild. With many challenges and moments of grace in the context of the Paschal Mystery ensuing in the most definitely *Continued on pg. 4*

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THE LABOR
GUILDSCHOOL OF LABOR
MANAGEMENT RELATIONS

SPRING LABOR SCHOOL STARTS 2/28

Evenings: 6:30-8:30 pm

**JOIN US REMOTE
VIA ZOOM**

Learn more & register at:
laborguild.com/school/



LABOR SCHOOL AND WORKSHOP SUMMARY

Who could ever imagine the Guild Labor School taking a back seat to the Covid pandemic? Our first-rate faculty convened for the 136th Term in Spring 2021 with **Paul McCarthy** and Collective Bargaining, **Deb Sullivan** of MNA on Social Justice through the literature of Dr. Seuss, **Sean Cronin**, **Michael Berry**, and **Peter**

Rowe for Municipal Finance, Howard Lenow with Public Sector Labor Law, Arbitrator **Jim Cooper** presented the "Agency All-Stars," while **Frank Callahan** and **Rich Marlin** taught on influencing the legislative agenda.

The 137th Term this past Fall consisted of **Paul McCarthy** with Advanced Communication, **Paul Kelley** and **Lou Mandarinini** with Federal Labor Law, **Michael Raysson** and **Rand Wilson** with the Art

of Organizing, MNA's **Tom Breslin** with Advanced Stewards' Training, **Sen. Paul Feeney**, and **Rep. Paul Mark** on electing working people to public office with effective advocacy, NAA Arbitrators **Liz Neumeier** and **Sheila Mayberry** along with guest faculty, and MTA's **Ashley Adams** with Union Power Tools. Recent Labor Guild workshops included **Monica Halas** of GBLS on Unemployment Benefits during the pandemic, **Michael Raysson** again with

Organizing, **Ashley Adams** on Preparing Membership for a Campaign, MNA's **Charlene Verga, RN**, on responding to the Opioid Epidemic, MNA's **Chris Pontus, RN**, and **Dr. Kevin Kavanagh** on critical Covid-19 Vaccine information, and **Patti LeGault-Frank** with Parliamentary Procedures and By-Laws Workshops. Our thanks to these incredible Guild faculty members!

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CONGRATULATIONS TO THE 2021 CUSHING-GAVIN AWARDEES:



MANAGEMENT AWARD

JOSEPH R. NOLAN JR.

President, Chief Executive Officer,
Eversource Energy

Joe Nolan's background incorporates a love of family and faith, deep Boston roots, and a respect for unions – all of which help make him a deserving recipient of The Labor Guild's Management Award for 2021.

Joe grew up in Oak Square in Brighton as the youngest of seven children. He has five sisters and one brother, and the whole family used to walk to Mass together. When his father, Joseph Nolan Sr., became a judge in 1971, the family moved to what Joe calls "the mean streets of Belmont," where Joe graduated from Belmont High in 1981. Joe's mother, Peggy Kelly Nolan, worked in real estate. When her children were too young for school, she would take them along for the ride as she showed houses. "My childhood was a lot of fun," Joe recalled. "It was a very happy house."

In those days, judges didn't make that much money, so Joe's father had to work three jobs to support his family. When not in court, he wrote law books for West Publishing and taught at Suffolk University Law School. He established a subsection of the class called "The Nolan Law Review," where students who took his class would try to pass the bar exam. Joe chose a different area of study at Boston College, where he earned a bachelor's degree in communications in 1985 and an MBA in 1991.

After college, Joe joined the Customer Service department at Boston Edison, eventually achieving his goal of working in Government Affairs. He moved up in the company and stayed there through multiple mergers that created today's Eversource Energy. He has always appreciated the company's impact on communities, and worked to increase financial and volunteer support for community agencies.

Joe was lucky to work closely with two Eversource CEOs, Tom May and Jim Judge, who became his good friends and mentors. Joe succeeded Jim Judge as president and CEO in May 2021. Reflecting on that, he says: "I was lucky to be in the kitchen with the two previous cooks, so I know all the recipes and all the menus, and I'm not about to change to any new concoctions."

One of Joe's formative experiences at Boston Edison was a walkout and a labor strike at the company in 1985, not long after he arrived. As a new employee, he wasn't in a position to influence the event, but it made a deep impression. "I told myself, 'That is never going to happen on my watch,'" Joe recalled.

Years later, the company had another labor strike, and this time Joe was able to help: "I was sent in by Tom May to straighten it out and we managed to get 3,500 workers back on the job. Since then, we have been blessed with labor peace and worked hard to keep it. That is what we want." Joe has worked to be a great friend of the labor community, and expresses great respect for unions: "I have a tremendous love for the unions. They are really important, and they are what built America."

Joe's proudest moments include the births of his four daughters, getting his first job in Boston Edison, and being named Eversource CEO. We are honored and happy to award Joe The Labor Guild's Management Award for 2021.



THE BOYLE AWARD

MARJORIE WITNER

Chair, Commonwealth of
Massachusetts Employment
Relations Board

Marjorie grew up in Flushing, New York, as a Mets fan, with her two parents and older brother. Government service runs deep in Marjorie's family - her father worked for the Social Security Administration; her brother also worked for the federal government as an emergency planner. Her mother worked in customer service for a therapeutic equipment company.

Marjorie started her journey to becoming the Chair of the Commonwealth Employment Relations Board (CERB) at Brandeis University, where she studied Psychology and Urban Studies. After graduation, she moved to Ithaca, New York, and studied to get her Masters in Industrial Labor Relations from Cornell (where she also met her mathematician husband Ben). After receiving her Masters, Marjorie went to work at the National Labor Relations Board in Manhattan as a Region 2 field examiner, where she has fond memories of riding the subway to investigate unfair labor practice charges. While at the NLRB, Marjorie had many wonderful mentors, including Alvin Blyer, former Brooklyn Regional Director, who first encouraged Marjorie to go to law school.

Marjorie attended NYU law school from 1986 to 1989. She moved to Massachusetts with her young family in 1992 and worked part-time as a labor and employment lawyer representing both employees and employers. In 2001, Marjorie, who missed serving as a labor relations neutral, began working for Massachusetts Labor Relations Commission (LRC). In her six years at the LRC, Marjorie served as both Chief Hearing Officer and, for two years, as Chief Counsel. Highlights of her tenure as Chief Counsel include successfully arguing two cases before the Supreme Judicial Court.

Marjorie left the LRC in 2007 to establish an arbitration practice and complete mediation training. In 2008, however, she returned to public service, when she was appointed by Governor Deval Patrick to serve as the first Chair of a fully-constituted, three member-CERB, consisting of the Chair and two per-diem members. Marjorie has since been reappointed twice –by Governor Patrick in 2014 and by Governor Baker in 2019. The CERB decides appeals of unfair labor practice charge dismissals and hearing officer decisions. As Chair, Marjorie convenes CERB meetings and drafts rulings and decisions for the CERB's review and approval. Marjorie also investigates most of the DLR's unit clarification petitions.

Marjorie has devoted considerable time participating in and organizing labor relations trainings over the years. She has served on the Board of the New England Consortium of State Labor Relations Agencies almost continuously since 2003. In 2018, she was elected President of the Association of Labor Relations Agencies and presided over ALRA's annual conference at the Boston Park Plaza Hotel that year. She has also been a guest lecturer at the Labor Guild and the New England School of Law.

A humble and gracious recipient of this award, Marjorie wishes to thank her diligent and knowledgeable colleagues at the DLR and CERB for their support, camaraderie, and lively discussions about the law over the years. We are honored to award you the Father Edward F. Boyle Award.



MANAGEMENT ATTORNEY AWARD

KEITH H. MCCOWN, ESQ.

Partner, Morgan Brown & Joy LLP

Keith H. McCown has been a partner with the law firm of Morgan, Brown & Joy, LLP since 1987, and has been actively involved in the field of labor and employment law since his first professional job with the National Labor Relations Board in 1975. Keith is part of a core of attorneys at Morgan, Brown & Joy with deep experience in traditional labor law, but his practice includes representing employers of all types and sizes, non-union and unionized, private and public sector, involving all manner of employment and labor law issues and litigation.

Keith repeatedly and happily mentions his long friendships with Union attorneys and Union representatives. These relationships are important for finding common ground, even in rancorous situations. He confides that in some instances, as a Management attorney advising key decision-makers, he can be in a position of influence that is superior even to Labor representatives in achieving good results for the employees, not just for the employer.

Keith is the 5th of 6 boys, all born and raised in Lakewood, Ohio. Keith spent his entire childhood and young adulthood in Ohio, where he attended Cleveland State before transferring to Oberlin College. Keith feels that much of his life after Oberlin was determined by a series of important "flukes." During senior year, a friend convinced Keith to take the federal Civil Service Examination just for companionship, and because it was "easy and free." That exam led to a completely by-chance job offer as an investigator with the NLRB in Cleveland, where Keith worked from 1975-1977.

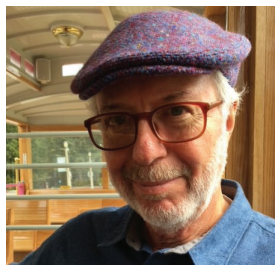
This series of flukes continued, or maybe it was fate. In deciding about law school, Keith chose the Boston area because it was known as a good city for students, and he opted for B.C. over B.U. because a co-worker told him that the parking was easier. Keith then met his wife, Sandra Einsel, while at B.C. Law. Sandra was a graduate student in the B.C. School of Education. They met completely by chance while running one day near B.C. at Holiday season in 1978. Keith got up the nerve to ask Sandra out when she made a wisecrack about how she could make some "mean Christmas cookies." That chance encounter has led to 41 years of marriage. Keith and Sandra have two kids: Aaron, who is 32, and Eva, who is 28.

About 15 years ago Sandra casually convinced Keith to join their church choir, and this has become one of their primary interests outside of work. Keith enjoys the community of the choir and shedding lifelong inhibitions about singing in front of an audience, even an occasional solo. And Sandra and Keith are still making some mean Christmas cookies.

Keith is a frequent lecturer and trainer. He has served as an adjunct law school professor and has designed original workplace training materials about many employment and labor law topics. In his specialty, he is included among "Best Lawyers in America" and New England and Massachusetts "Super Lawyers."

Keith mentions many mentors along the way: Paul Lund at the NLRB in Cleveland, who taught Keith to be an honest, decent, and hardworking public servant; a history professor at Cleveland State who advised Keith to transfer to Oberlin; as well as many people in his professional work who have helped him attain the position he holds today.

We are happy, honored, and proud to give Keith the Labor Guild's Attorney Award for Management.



LABOR AWARD

JOSEPH DELOREY, ESQ.,

OF COUNSEL

AFSCME Council 93

Joe has been staff counsel (with one title or another) for public sector labor unions since 1974. He began with the small independent Mass. State Employees Association (MSEA), which merged with NAGE (SEIU Local 5000) in 1977, and he came to AFSCME in 2002, serving as its General Counsel from 2006 through 2020. He remains as Of Counsel with Council 93.

During these 40 plus years, he has participated in countless arbitration cases, as well as handled unfair labor charges, civil service appeals, civil litigation, lobbying, contract administration, contract negotiation, and staff and leadership training. He has also defended against member and employer claims before administrative bodies and in court.

While Joe's experience has been predominantly with the state and municipal public employers, he has also appeared before arbitrators and administrative bodies in the federal sector (quite often during his stint in Hawaii from 1998-2001... that's of no real importance to these proceedings, but it's nice to think about every now and then – particularly in December in Boston), as well as U.S. District Courts.

Over the years Joe served as a member of the Civil Service Reform Commission, the PRIM Board, and the Mass. State Retirement Board. While at AFSCME, he had also served as the Labor Chair of the Mass. Public Employee Dental/Optical Trust Fund.

In addition to the above, Joe has also spent a good deal of time as part of organizing efforts. His introduction to electioneering came during the initial state-wide bargaining unit elections, which was a massive undertaking. While the MSEA was not successful in these efforts, it was an extraordinary enterprise in which to be engaged so early in his career and a great learning opportunity.

Speaking of learning opportunities, Joe readily credits his late colleague at both MSEA and NAGE, Atty. Mark J. Dalton, as being the finest mentor possible. Mr. Dalton was a distinguished WW2 veteran who served in Naval Intelligence, a former campaign director and trusted advisor for Jack Kennedy and a partner in the Dalton/Elcock Bar Review. No one could have had a better tutor, example, and friend.

While at NAGE, Joe also had the opportunity to work as an advisor to and representative of then NAGE Pres. Ken Lyons, who, in his own right, was also an extraordinary individual. For those of you who knew Mr. Lyons, you can recall how extraordinary he was. For those of you not familiar with him, you wouldn't believe it. But again, a great learning opportunity.

Along with learning opportunities, Joe has also been able to enjoy countless teaching opportunities and has found great satisfaction in helping lay folk, be they staff or local activists, as well as fellow attorneys, learn the language of labor relations, how various processes work, and why they work. He remains available to provide training upon request (virtually or in-person), and at a very competitive hourly rate!

Of all of his varied efforts, Joe suggests one of the most satisfying is the interplay between employee relations and those suffering from substance abuse. While our universe is that of collective bargaining, as a colleague of his once observed, we are all God's children, and the chance to help a troubled individual may be the greatest reward of all. A minute or so thinking of the late Award winner Paul McDevitt, and the work of him and so many others in these noble pursuits to help those in need is time well spent. As Mohammed Ali observed, Service to others is the rent you pay for your place on Earth.

Joe is a life-long resident of Winthrop, a 1972 graduate of Boston State College, and a 1976 graduate of Suffolk University Law School. He is married to the lovely, talented, and very patient Sheila Hines.

He is humbled by and grateful for this Award.

IN MEMORIAM

We celebrate the lives and great accomplishments of these cherished Guilders. All were wonderful friends of the Guild. It was an honor and blessing to know each of them.

Richard Trumka - This Pennsylvania miner, rose to become President of the United Mineworkers, from 1982 to 1995, and then was Secretary-General of the AFL-CIO from 1995 to 2009. He was elected president of the AFL-CIO on September 16, 2009. A relentless advocate for workers, worker's rights, worker safety, fair trade, and the Pro Act that would truly put unions on a level playing field.

Thomas Sullivan - A World War II Veteran and Executive Director for the Greater Plumbing Contractors Association PPCC. He was the recipient of the Cushing-Gavin Management Award in 1987.

Nancy C. McKersie - Beloved wife of Guilder, Professor Robert B. McKersie.

Donald E. Wightman Sr. - A Korean Conflict Navy Veteran and member of UWUA local 369. A long-time member of the Labor Guild, Labor School Instructor, and recipient of the Cushing-Gavin Labor Award in 1996.

Executive Director Update - Continued from pg. 1

non-union New Bedford waterfront, the wise guidance and compassionate support of the Guild sustained me and our ministry in many ways. After a large-scale immigration raid disrupted the lives of many U.S. citizen families and children in 2007, Catholic Social Services joined with MassCOSH and other Guild allies to begin the CCT Workers Center (Centro Comunitario de Trabajadores) in New Bedford. Ten years later, women CCT members at a fish-processor in Fall River gained a \$600,000 EEOC award when courts decided that management had tolerated sexual harassment in their workplace. The women relied on their labor justice knowledge gained at CCT, the support of the community, and all who worked toward justice in the workplace. These are moral and ethical values familiar to all in the Labor Guild.

I join the Guild administration following five years as a Hospice and Palliative Care Chaplain with the Veterans Health Administration in West Roxbury and Brockton. I will forever value the trust that these Veteran servants of our nation placed in me. I look forward to meeting present Labor Guild members, re-connecting with immigrant worker allies in southern New England, and accompanying the members

of immigrant communities who will be entering the rank-and-file membership of organized labor in our area and yearn for the invaluable peer education provided by the Guild's top-flight faculty. While I have spent 25 years outside of the formal classroom setting, we need not look far to realize that justice education for the workplace is part of ethical and moral advocacy that is sadly lacking in our present world. The workplace is the center of far too many dehumanizing social structures and practices. While I will not be in touch with every Guild member on our mailing list over the next few months, those who I reach will hear me ask, "How can the Labor Guild best serve your local or community?" and "Where in the labor community is our Labor Guild education needed most?" Please join me and our faculty, in-person or virtually, as we continue this important conversation.

While I was raised in Ohio and Pennsylvania, my grandfather's original pharmacies remain standing in Charlestown and Hampton Beach, NH. I am the sibling of five, the uncle of ten, and the great-uncle of nine delightful cherubs. In October a fellow VA Chaplain and I observed 18 months of Covid pastoral care with a 75-mile fund-raising bicycle ride from Horseneck Beach to Woods Hole.

Labor School and Workshop Summary - Continued from pg. 1

SPRING LABOR SCHOOL OFFERINGS

Joseph Cameron & Connect Political with Digital Strategies for Locals on Mondays, Feb. 28th - March 23rd

Tom Breslin of MNA will conduct Basic Stewards Training on Tuesdays, March 1st - 29th

Paul McCarthy will offer his Collective Bargaining course on Wednesdays, March 2nd - April 13th

Daniel Fogerty, Esq., Sandulli Grace P.C., will present American Labor Relations on Mondays, April 4th - May 9th

Michael Loconto, Esq., will teach Drafting Contract Language to Avoid Grievances Tuesdays April 5th - May 10th

All courses will meet remotely 6:30 p.m. to 8:30 p.m.

Register online at laborguild.com/school/

CATHOLIC HEALTH FOUNDATION WORKSHOPS

The Labor Guild will join with Massachusetts Nurses Association, MassCOSH, OSHA and other allies to present eight workshops for worker health and well-being over the course of 2022.

Charlene Verga, RN, of MNA will discuss the Opioid Epidemic and Substance Abuse Disorder, **Peg Taylor, RN**, of MNA will guide participants in Worker Mental Health and Well-Being, while MassCOSH and OSHA will show us the way toward safer work sites. **For information on all eight workshops, visit laborguild.com/**

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